

BEST

NONPROFIT

AWARD

 **MINNEAPOLIS**

REGIONAL Chamber of Commerce

Bloomington Chamber of Commerce

Northeast Minneapolis Chamber of Commerce



<https://www.youtube.com/watch?v=hj55JoY7AHk>

TEAM JAMES

**MOM &
FAMILY**

**NAZ
CONNECTOR**

**NAZ FAMILY
ACADEMY**

**PROJECT
FOR PRIDE
IN LIVING**

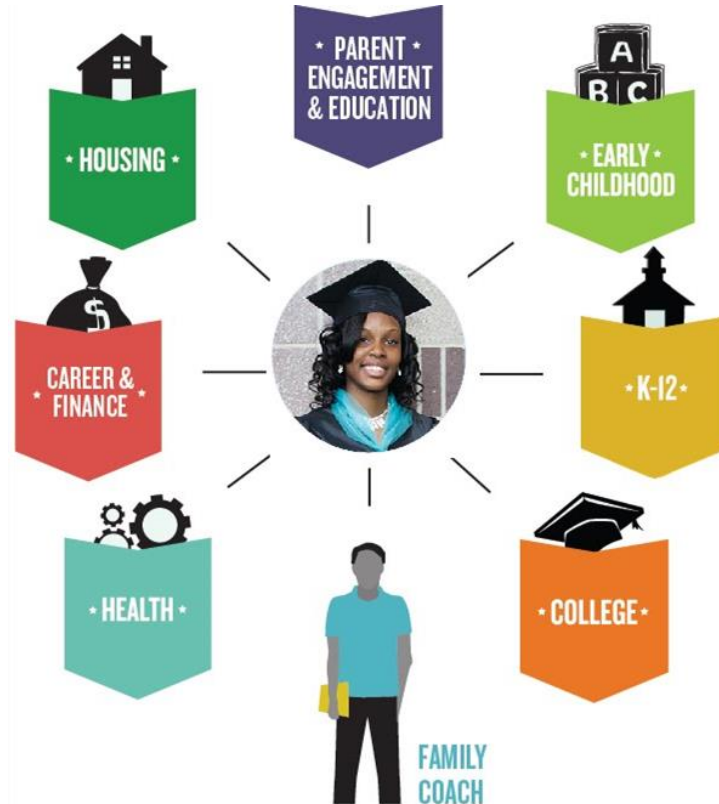
**NAZ ACADEMIC
NAVIGATOR**

**URBAN
HOMEWORKS**

**ELIZABETH
HALL SCHOOL**



NAZ ECOSYSTEM OF SUPPORTS



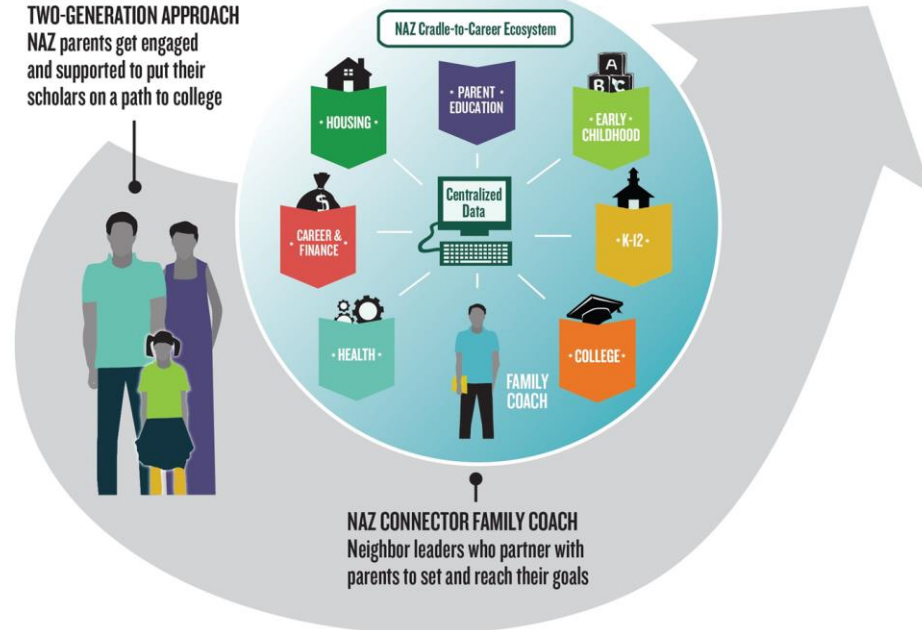
THE NAZ APPROACH

To permanently closing the achievement gap

NORTHSIDE TRANSFORMATION
Thousands of parents and scholars reach new levels of achievement leading to social and economic transformation

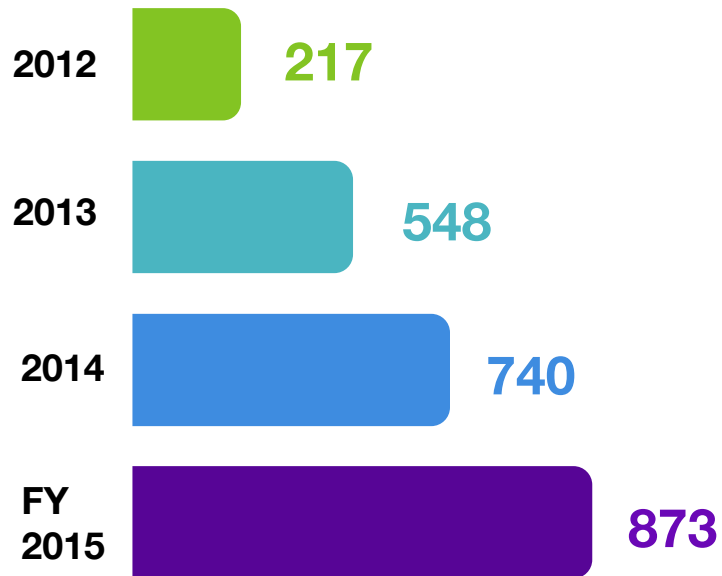
RESULTS FOCUSED COLLABORATIVE
Collaborative action driven by data leads to effective system and college-going culture

TWO-GENERATION APPROACH
NAZ parents get engaged and supported to put their scholars on a path to college

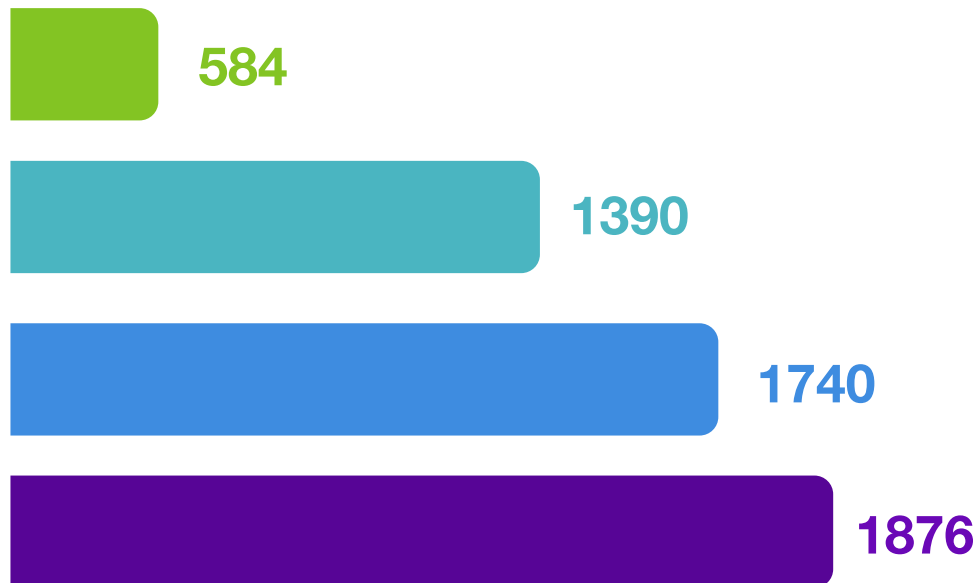


BRINGING IMPACT TO SCALE

FAMILIES ENROLLED



SCHOLARS ENROLLED



Goal: 1,000 Families & 2,500 Scholars

DATA SYSTEM

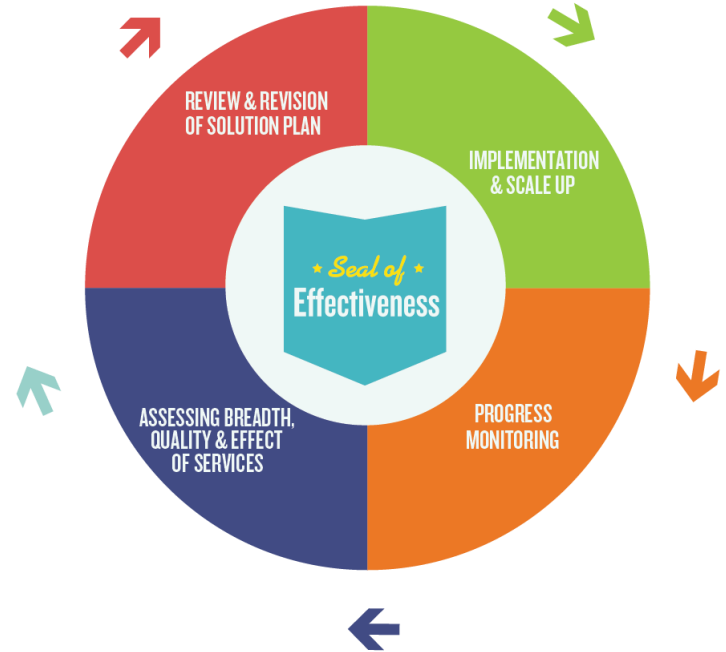


Achievement planning and data collection system

- Drives Achievement
- Supports coordination across partners
- Tracks individual, program and longitudinal data

SHARED BEST PRACTICES

- Partners follow evidence-based plans
- Track real-time results for programs and individuals
- Blueprint for replication



SHARED BEST PRACTICES

Solution Plans

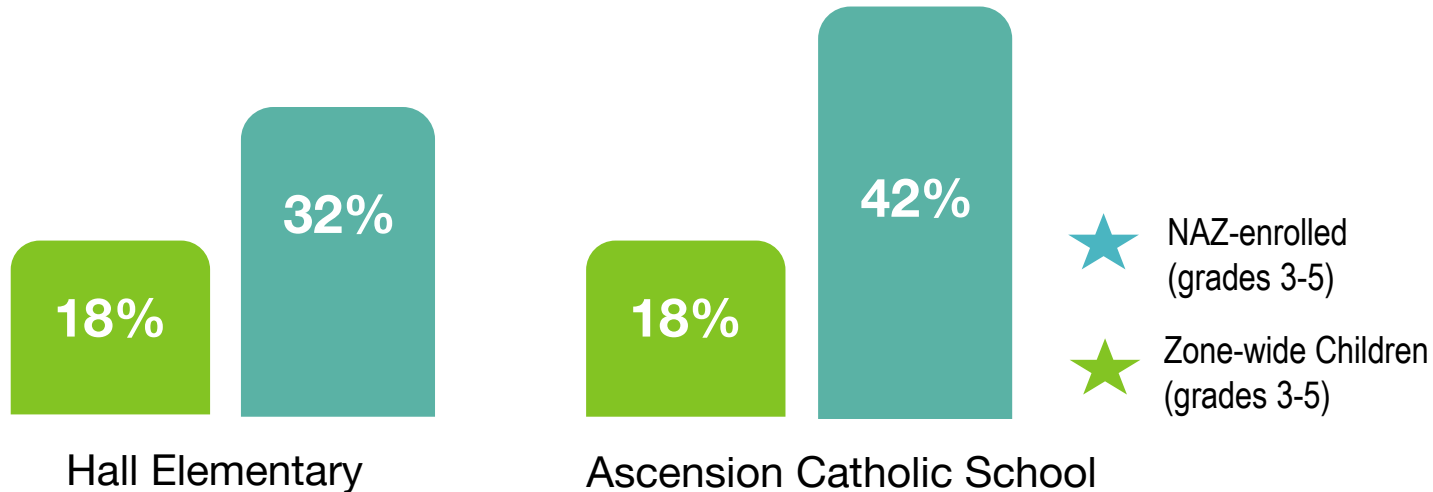


RESULTS



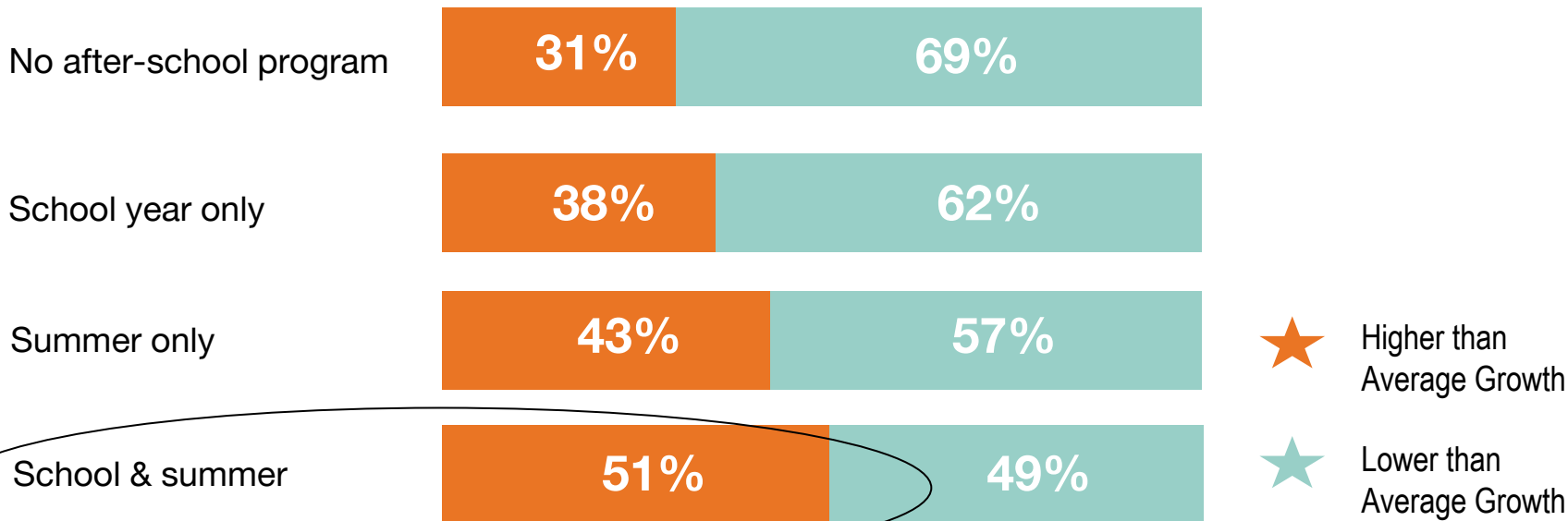
READING PROFICIENCY

MCA reading proficiency is higher at schools with integrated NAZ strategies



AFTER SCHOOL & SUMMER LEARNING

Attending a combination of after-school and summer programs supports highest growth



CASE MANAGEMENT VS. ACADEMIC NAVIGATION

Case management:

Often felt by our families as a project or service that is “opened” and “closed” by a provider - often experienced as “done for” instead of “done with”

Academic Navigation:

A partnership with families and scholars that aligns all services/supports behind academic goals and college bound commitment

CASE MANAGEMENT VS. ACADEMIC NAVIGATION

Academic Navigators:

- must have demonstrated success working with kids in relation to academics
- are directly located at our Anchor school partners
- primarily work directly with scholars, but necessarily must partner with families, teachers, leaders
- must be able to work across systems, roles, and differences
- must lead with skills of goal setting/achievement, results based leadership, and relationship

CREATING THE STRATEGY

Promise Neighborhood Grant:

- allowed us to quickly test strategies at a greater scale
- low cost/no cost strategies that can be utilized through partnership with families

Our model:

- family/scholar defined outcome (goal) must always be at the center
- focus must be on community-based strategies that will be sustained through action

NAVIGATION IN VARIOUS SYSTEMS

Anchor Partners are NAZ partners who have fully embedded our staff and shared values and outcomes

There are other ways we partner with families:

- Scholars not at an Anchor
- Families with scholars at more than one school
- Scholars who are at Anchor School and ExL

ACADEMIC NAVIGATORS

Academic Navigators ARE:

- Advocates
- Partners
- Counselors
- Coaches/Teammates
- Innovators
- Mentors
- Data collectors
- Process trackers
- Decision makers

Academic Navigators ARE NOT:

- Social workers
- Behavior support specialists
- Disciplinarians
- Classroom evaluators
- Lunchroom monitors
- Personal tutors
- Teachers

STRATEGY VS. SERVICE

- Scholars at a minimum of one grade-level behind
- Advocate for a result - in partnership with family and school
- Collect and present information in a parent-choice driven model
- Identify already available resources and align them for amplified/accelerated achievement

ACADEMIC NAVIGATION

Navigator creates an individualized scholar achievement plan (SAP) targeted around five key elements of scholar success:

- **Learning Time**
- **Academics**
- **Team**
- **Voice**
- **Spark**

(*See handout - *Scholar Achievement Planning Overview*)

NAVIGATION: A PRACTICE WITH DISCIPLINE

- **Starting the “process”**
 - ESTABLISH Navigation support, SOLIDIFY scholar team, GATHER relevant data
- **The KNOW cycle**
 - BUILD relationships with team, OBSERVE learning spaces, ANALYZE data, and DETERMINE level of support
- **Prioritizing goals/outcomes**
 - As a team, determine what goal/outcome will have the greatest, most direct and immediate positive impact for scholar - and agree to hold to that “result”

NAVIGATION: A PRACTICE WITH DISCIPLINE

- **Navigating**
 - “Team” members make powerful, aligned action commitments toward prioritized outcome (starting with scholar/family) i.e. Teacher/Therapist/Coach
 - Navigator facilitates commitments/goal steps and “navigates” scholar to school/community resources
- **Revision** - - sticking with, start with what we “know” is working, identify what’s not working, and moving forward

CRITICAL COMPONENTS

1. Aligning the “Team” for a clear outcome/result with release of independence
1. Goals must be created/driven with or by scholars and families
1. Facilitation of “Change Making” at the System Level
1. Focus of sustainability through embedding strategies with what is already there, not needing to create new

POWER OF BELIEF

Einstein said, “Imagination is more important than Knowledge. Knowledge is limited. Imagination encircles the world.”

CREATING THE ROLE

1. Who would be supported by this role?
2. How will you measure if scholars are better off?
3. What measures will you use to determine if the role/strategies are being delivered well?
4. How are you currently doing on these measures? How easily can we find out?
5. Who are the partners with a role to play? Which partners/strategies are not at the table or don't exist?
6. What do we know already works with our students? What has to happen to be powerful enough to address our greatest need?
7. What do we propose to do? What actions are we going to take?

A DAY IN THE LIFE OF AN ACADEMIC NAVIGATOR

- **Arrive/Check-in Rounds** (scholars and staff)
- **Priorities for the day** - Calendar/Emails/Calls
- **Prep** for Navigation 1:1's - Review notes, and set up activities
- **Navigation 1:1's** (6 scheduled/day to support 30/week)
- **Support** scholars and staff going through challenges on the spot - as requested/needed
- **After school** - Meet with scholar teams, participate in system level meetings (School or NAZ based), log and note visits in NAZ Connect, complete "Navigate" and "Revision" cycles.

WHAT WE HAVE LEARNED

What is challenging

- setting boundaries - not becoming whatever the school needs in human capacity
- data sharing
- best practice vs. process driven
- leadership must be on board, even better if they can set strategic vision

What is necessary:

- working in teams toward a clear outcome
- being family-results driven
- being co-located at our Anchor sites, but not employed by them
- retention and ongoing development of staff
- systems and policy work must be happening at the same time

HANDS-ON PRACTICE

Exercise: With your group, use the scholar profile provided at your table to go through the “prioritizing” and “navigating” cycles of Navigation to help your scholar and family best prepare to take the upcoming MCAs.

- Which data do you choose to highlight with the scholar/family/team?
- How do you set measureable and achievable goals that leaves the whole scholar team feeling empowered by their individual action commitments?
- What additional activities can you do during one-on-one navigation to help your scholar prepare to do their best on the MCA?

HANDS-ON PRACTICE

Table conversation

- what intrigues you?
- what would be most challenging?
- what is one commitment you can make right now to take back to your neighborhood?